

Annexure

List of Schools

1. Government Chandrashekar Azad Middle School
2. Middle School Deepshikha
3. Govt. Higher Secondary School, Ratibarh
4. Kasturba H.S. School
5. Model H.S. School, T.T. Nagar
6. Govt. H.S., Ginnori
7. Govt. H.S., Kotra Sultanabad,
8. Naveen Girls H.S. School, Tulsi Nagar
9. Subhas H.S. School, Shivaji Nagar
10. Sarojini Naidu H.S. School, Shivaji Nagar
11. Taty Tope Middle School Shivaji Nagar
12. Sardar Patel Middle School
13. Samrat Ashok Middle School
14. M.A.C.T. Middle School
15. Habiganj Middle School
16. Middle School, Board Colony
17. High School, Kotra, Nehru Nagar
18. High School 25th Batalian
19. High School Chuna Bhatti
20. Middle School, Panchsheel Nagar.

Regional Institute of Education Shyamla Hills, Bhopal

Sub : A Study of Factors Influencing Teacher Motivation

Dear Sir/Madam,

The Teacher Plays an important role towards the functioning strengthening and success of educational organisational system. A no. of studies indicates that the motivational factors play dominant role towards the performance of individuals, organisations. In this context the present study on teacher motivation has been under taken. It is intended to identify, prioritize and relationship of various factors which influence teacher motivation.

In view of your professional background and rich experience you are requested to kindly provide your opinion through appropriate entries in the column against each item.

In conclusion it is requested to kindly complete and return the opinionnaire as earliest possible and preferably before 24.02.2003.

Kumudini Choudhary

(M.Ed Student)

Question No. 1 How The Factors Responsible for Motivation of Teachers and Their Performance

S.No.	Item	Positive	Negative	Uncertain
1.	Individuals Ability of Teachers			
1.1	Relevant knowledge, skill, qualification experience			
1.2	Ability to control class room environment			
1.3	Skill in interpersonal relationship			
1.4	Clear & effective communication skill			
2	Understanding of Role Responsibilities by Teachers			
2.1	Setting goals and adopt strategies for achievement of goals			
2.2	Involve parents and motivate students			
2.3	Extend & Solicit support of all concerned for institutional performance			
2.4	Accept challenges and out perform set goals/performance standards			
3	Current Compensation Package for Teachers			
3.1	Salary, fringe & other financial benefits			
3.2	Job security			
4	Attributes of School			
4.1	School managed by private management			
4.2	School managed by Govt. agencies			
4.3	School situated in rural areas			
4.4	School situated in urban areas			
4.5	School situated in slum area			
4.6	Big size school			
4.7	Small size school			
4.8	Favourable public opinion about school			
4.9	Unfavourable public opinion about school			
4.10	Unattractive & disturbing school surrounding			
4.11	Pleasant/peaceful school surrounding			
4.12	Inadequate Space/Utilities/Play ground/Drinking Water/toilets etc.			
4.13	Adequate Space/Utilities/Play ground/Drinking water/Toilets etc.			

4.14	Adequate laboratory/library/class room facilities			
5	Prospects of Future Growth for Teachers			
5.1	Opportunities for further education			
5.2	Opportunities for professional training/development			
5.3	Opportunities for increased responsibilities & promotion			
5.4	Opportunities for rewards and recognition			
6.	Objective Evaluation in Incentives in School System			
6.1	Transparent and active system of performance appraisal, feed back, counseling, appreciation and recognition for achievement/performance			
7	Concern of Head of School (HOS) for Academic Efficiency			
7.1	Close supervision of teaching			
7.2	Functioning of library, laboratory and class room facilities			
7.3	Support of teachers to cope up with curriculum & change			
7.4	Availability of requisite academic staff			
8	Concern of Head of School (HOS) for Administrative Efficiency			
8.1	Proper and efficiency of administrative matters			
8.2	Transparency and efficiency in disposal of administrative matters			
8.3	Timely disbursement of salary, fringe benefits			
8.4	Updated record of service & benefits like PF/Leave/Gratuity/Seniority etc.			
8.5	Delegation of adequate power to HOS			
8.6	Availability of requisite non-teaching staff of supporting services			
8.7	Transparency in promotion / transfer / reward / punishment etc.			
9	Internal School (Organisational Environment)			
9.1	Supportive relationship in peer group			
9.2	Social recognition/mutual respect			
9.3	High concern of HOS for teaching & teachers			

9.4	Teacher's involvement in decision making in school affairs			
9.5	Improvement oriented supervisory practices			
10	Supportive Class Room Environment			
10.1	Availability of requisite facilities			
10.2	Response, disciplined and well behaved students			
10.3	Availability of TL material/Aids			
10.4	Support for experimentation with new TL Strategies			
10.5	Reasonable class size (Low student/teacher ratio)			
11	Supportive External Environmental			
11.1	Financial/resource support of local govt. to schools			
11.2	Supportive and interactive parents			
12	Teacher Motivation			
12.1	Willingness to work			
12.2	Job satisfaction/liking for teaching/enough challenge			
12.3	Perception of serving society/nation			
12.4	Need for reward, recognition			
13	Extra Duties, Assigned by Dte. Of Education (Election, Health Services, Census duties etc.)			

**Question 2 Prioritize the Identify Motivating Factor of Teachers
in the Order of Their Importance to Influence Performance**

S.No.	Item	Priority
1.	Individuals ability of teachers	
2.	Understanding of role and responsibilities by teachers	
3.	Current compensation package for teachers	
4.	Attributes of schools	
5.	Prospects of future growth for teachers	
6.	Objective evaluation and incentives in school system	
7.	Concern of HOS for academic efficiency	
8.	Concern of HOS for administrative efficiency	
9.	Internal school environment	
10.	Supportive class room environment	
11.	Supportive External Environment	
12.	Teacher motivation	
13.	Non teaching Duties of Local Environment	

Question No. 3 Put A Tick (☑) Against the Item to Understand The Dependence of Motivation Teachers on various Identified Factors

S.No.	Item	HP	P	UN	N	HN
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